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## CALIFORNIA CAREER LADDERS TO THE 21<sup>ST</sup> CENTURY

The Employment Training Panel (ETP) and the Employment Development Department (EDD) are coordinating a joint program to help businesses identify and build job ladders designed for the advancement of entry level workers. The ETP has initially committed \$15 million to be used for this pilot program for training of entry level incumbent workers. The *Career Ladders* program will work with those industry associations and employers that are interested in building job ladders in a partnership with business, labor, and government.

This program will assist employers to:

- Identify opportunities for low or unskilled workers in specific industries with demonstrated career paths.
- Encourage employers to establish training programs to enable low or unskilled and lower paid workers to obtain the skills necessary to move up the career ladder to better paying jobs.
- Understand the benefit of investing in *Career Ladders* for their workers, resulting in decreased turnover and increased job retention and satisfaction.

This program will assist workers to:

- Move from low paying jobs to higher paying positions requiring more skills and/or more responsibility.
- Remain employed while being trained, thus allowing an affordable opportunity for advancement.
- Understand the need for life-long learning and skills improvement.

To encourage more employers to participate in the program, the ETP has:

- Waived the ETP minimum wage, based on industry and geographical area, for frontline workers.
- Relaxed the limitation on literacy training. Literacy training may now be provided on an hour for hour match with skills training.
- Allowed the 90-day post training employment retention to be completed by two eligible employers within the same industry.
- Removed provision that employers(s) be facing out-of-state competition.

To support the employers/associations in this effort, the ETP and EDD will:

- Help develop a marketing approach and design products to explain and gain interest in and support for the *Career Ladders* concept.
- Provide labor market information specific to identified education and skill training needs for specific occupations.
- Evaluate the *Career Ladders* pilot program for customer satisfaction.
- Help employers/associations to institutionalize the career ladder approach.

The EDD and ETP are looking forward to talking to you about your ideas on *Career Ladders* funding. Please contact Robert Marr at (916) 654-8210 or by e-mail at [bmarr@edd.ca.gov](mailto:bmarr@edd.ca.gov).